

THE ARIZONA REPUBLICAN

PHOENIX, ARIZONA
Published Every Morning by the
ARIZONA PUBLISHING COMPANY
All communications to be addressed to the Company;
office, corner of Second and Adams Streets.
Entered at the Postoffice at Phoenix, Arizona, as
Mail Matter of the Second Class.

President and General Manager...Dwight B. Heard
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TELEPHONES
Business, Advertising or Circulation...422
Editorial or News...433
Job Printing...499
General Advertising Representative, Robert E. Ward;
New York Office, Brunswick Building; Chicago,
Advertising Building.

FRIDAY MORNING, APRIL 21, 1916

In the cultivation of soul, we are entirely our own master. Who is to say us nay if we wish to grow and expand in tenderness, thoughtful consideration for others, love?
—THOMAS VAN NESS.

Employer and Employee.

The problem of the employer and the employee is in process of solution as it has been for many years but it is apparently nowhere near it. The best proposed solution that has so far been offered by economic students is nothing more than a modus vivendi. All plans suggested depend for their successful operation upon the human factor, and until the human factor has greatly changed, and we cannot observe it has changed at all, there will necessarily be a breaking down of plans with loss to both employer and employee, though the innocent bystander, the consumer, must bear a share of the loss of the employer and must also bear the greater share of the inconvenience consequent upon the turmoil.

When labor first organized against the oppression of individual employers it necessarily organized for a fight, and when, later the employers organized, they too organized for a fight. It is true that the organization on both sides was for self-protection, protection against each other, and the fight has been going on ever since—sometimes, only beneath the surface and sometimes in open, outbreathing and expensive warfare. Sometimes, perhaps, there will come to both sides a full realization of the value of hearty and systematic co-operation as a measure of stopping the waste of industrial war, but until that time comes we shall have sporadic industrial war and, we may say, only sporadic industrial peace.

In the meantime, neither side should take measures for strengthening its position that are calculated to provoke aggressive measures by the other, for that will only add to the expense of the warfare as well as to its bitterness. Each side should avoid giving unnecessary offense to the other. And until the time comes when there can be a permanent peace, there should be an armed truce during which each side should refrain from encroachments and provocative acts.

A provocative act is to undertake the unionization of a whole community or to drive the union out of positions it has peacefully occupied. Another provocative act is the employment of the boycott, the blacklist and picketing. All these three instruments are fundamentally wrong and one of them, the blacklist is prohibited by the laws of this state. The boycott and picketing should also be suppressed by law and we trust that initiative measures will be presented to the people this fall to put the ban upon them. Such measures should have the support of the innocent bystander, the non-combatant, for he is most vitally affected by the evils that follow the employment of such methods.

They do no good to the side employing them, but harm, rather, the side making use of them. We have no doubt that the picketing of two small restaurants on Washington street during the past month has given an unfavorable impression of unionism to many people who had not thought much about it before. It has also stirred employers in other lines to more bitter antagonism and it certainly has not favorably impressed strangers who have passed along the street.

But, the law permits picketing, so it is the law that must be criticized and not the union that makes use of the law. There is, however, a duty for the police to perform and that is to see that this picketing is carried on without annoyance to passersby. The pickets should be made to comport themselves as decently as other persons who use the sidewalks and to refrain from objectionable acts as other persons are required to do, or suffer the penalties for disturbance of the peace.

Employers and employees in isolated instances have been wise enough to see that co-operation and friendliness are mutually beneficial. We have an instance of that in the relations of the great firm of Hart, Schaffner and Marx with its thousands of employees, a story of whose new three year contract appears in another column. This is not a new plan, for this firm and its employees have had it in operation for some years. It has received the endorsement of the federal industrial commission whose well-known leaning toward organized labor should commend it to labor. That the firm has found it profitable should commend it to all employers. It therefore, offers promise of a solution of the problem, and the solution, whatever it shall be, must be based like this plan on mutual benefit and satisfied self-interest and not on mysteriously regenerated social conditions.

And Then?

The next few hours will be mildly anxious ones for this country. Germany's reply to the American note cannot be long delayed. Nothing has been left for consideration and debate. The answer must be "yes" or "no" and it cannot be presumed that in the circumstances, a country like Germany will consume much time in deciding whether it shall be "yes" or "no." And, then, what?

If it should be "no" the next move will be that of the United States. We must then cut off diplomatic relations with Germany and such an act would no doubt be quickly followed by a declaration of war. The war would not, however, for some time be a bloody war or even a seriously disturbing one. It would not bother us greatly and it would have little effect on Germany. The commerce of neither country would be affected by it so long as the European war lasts for there has been no commerce between the two countries during the last year.

We should probably be able to send no soldiers to the allies. Even if we had a regular army of the size proposed in the latest amendment to the army increase bill the whole force could be dropped into any of the great battle fronts without observation. But it would take many months to train even our regular soldiers for that kind of war. It would take

months to provide them with arms and ammunition. We could hardly get ready for effective participation in the war within the next two years.

It has been suggested that in case of war we could "speed up" the munition plants in favor of the allies. We could hardly do more than our private citizens have been doing in the way of furnishing them ammunition and supplies. Beside, being almost without guns and ammunition ourselves, we should, perhaps turn to the private factories and compel them to supply this country against a time when Germany should be left free to discuss further with us, our objections to its style of submarine warfare.

There is nothing Germany could do to us and almost nothing we could do except to participate in the naval operations of the allies. But there are no naval operations and there are likely to be none until there have been some decisive developments on land. A state of war would leave the Germans free to conduct an indiscriminate submarine campaign against merchant vessels. If they have been held in check at all by the relations which a declaration of war would sever that check would be entirely removed.

But the main, and immediate point is that any war that may now impend will be for a considerable time, at least, a war on paper. We are not likely to witness the horrors or feel the effect, in the slightest degree, of an actual conflict for some time.

But in the meantime the American spirit will be rising and we will be brought to see more clearly what in the not distant past we did not see at all and of late we have seen only cloudily, the need of national preparedness. The events of the week have already cleared our vision and a state of certain though delayed war would leave us in no doubt at all of the need of being ready for war.

We are hoping though that even the prospect of war may be averted and that Germany will accede to the views of not only the United States but also the view of humanity.

A Definition of Manslaughter

A wanton disregard of the laws and of warnings which the Republican has frequently sounded has produced another probable fatality resulting from a horrible automobile accident on Center Street on Tuesday night. A driver of a motor car traveling it is said, at the rate of fifty miles an hour naturally lost control of it. It would have been strange if he had retained control. A woman is lying at the point of death and a man is mutilated in consequence of this flagrant violation of the law.

In case of the death of the woman it might be put a little stronger, by a quotation from the penal code: "Manslaughter is the unlawful killing of a human being without malice; it is of two kinds:

"(1)—Voluntary—Upon a sudden quarrel or heat of passion.

"(2)—Involuntary—In the commission of an unlawful act amounting to a felony."

Here we have a probable killing preceded by the unlawful act and directly the result of the unlawful act.

The driver of this machine was not the only violator of the law. Others may not have been driving at a speed of fifty miles an hour, but one cannot drive along Center Street any day without encountering machines going at the rate of more than twenty miles an hour which has been agreed upon as the limit of safety on that much traveled thoroughfare.

We trust that this incident will be made the occasion by the officers of the law to set a lesson which will be observed and not soon forgotten by reckless drivers.

STAND BY THE FLAG! IT'S YOURS!

Ever since the inception of the European war, and especially since the punitive expedition into Mexico following the outrageous raid on Columbus, N. M., expressions of sentiments for and against allegiance to "Old Glory" by members of the race have grown common. We would like to draw the attention of our readers to the conditions existing in Ireland. A handful of English "Land Lords" own not only 90 per cent of the city and village properties of that oppressed land, but almost all of the farm lands, which are poor and nearly unproductive. At no place in the south are the members of our race forced to live in ignorance, poverty and squalor in which the Irish in their native land. But when Great Britain declared war on Germany none of its dependencies responded more valiantly and in larger numbers than did the down trodden race from the "Old Sod." Today they are fighting in the trenches shoulder to shoulder with their English "owners," apparently having forgotten the injustices of yesterday. No doubt they consider it a common cause, and hope that the heroic efforts of today will reap a reward of justice in the future. While it is a fact that our race does not receive the full amount of protection and justice due it under the Stars and Stripes, the fact remains that we of America know no other flag, and in the future, as in the past, would not be found wanting. In every war in which this country has engaged, the race has been well represented and their behavior in the thickest of the fray has always gained the admiration and glorification due the heroic. We are not a race of cowards, and the most nauseating argument is the howl of the unpatriotic. No matter what practices are used against us, whether in the rural districts or in Washington itself, the fact remains that America is our country and the Stars and Stripes our flag. We would be traitors to think otherwise, and even though we came here in bondage we are today living a life which can lead only to a higher civilization. Nowhere, aside from Brazil, S. A., does this fact stand out so plainly, and in no better way could we hope to break down the barriers of oppression than by showing our mettle as men by fighting for Old Glory, if we are called upon, in defense of our country—Chicago Defender (colored).

OLD RAGS IS DEAD
BY THE BENT TOWN HARD
(Folger McKinney)

Old Rags is dead, who meant to me
More than the lordliest might could be.
And in my heart a mound I raise
That love shall deck with deathless bays—
Old Rags, the faithful and the true,
Who had so much to say to you
With wagging tail and tender eyes,
And knew so much I never knew.
Of loyal patience and the test
Of all in life that crowns the rest.

Just grew too old, and tried to creep
In quiet corners none could see—
To suffer and to try to sleep
And hide his suffering from me—
From me, whose footsteps was to him
A signal that he never missed.
Or in the day, or nighttime dim—
And so I never could resist
His begging eyes that asked so plain
To let him walk with me again.

Old Rags is dead—often say
I'll never love a pet that way—
They creep so close into your heart—
Just dogs, you know, but still a part
In time of all you are or dream,
And how they know your gleams of gleam,
And how they seem to read your soul,
And how they cling to you the whole
Brief span of life or ownership!
Ah, never mind my quivering lip—
Old Rags is dead and put away,
And I am very sad today.

CORPORAL FLYNN

By Andrew Downing

(Read at the Annual Encampment of the Department of Arizona G. A. R. at Phoenix, April 19, 1916).

Of all the mad-rollicking, frolicking boys
Who served in the army, and reveled
In noise,
And dare-devil mischief, I never had
Known
One to equal Pat Flynn—he could
"play it alone."
For he held a full hand in the old
Twenty-third.
He could whistle and dance, he could
sing like a bird;
And whatever the mischief he got
himself in,
Soon out in high feather came Corporal Flynn.

Across a small stream, on a warm
summer day,
By the side of our camp a Light
Battery lay.
'Twas Battery E, and they had an
old mule
That could bray, as if always he'd
been to a school.
Where braying was taught, and his
eye-bags and dim
Were mimicked completely by Corporal Flynn.

They called the mule "Jimmy," a
whole hand was he,
And the high notes were mostly away
up in C;
And always his solos I'm ready to
swear
Were like a steam whistle let out "on
a tear."

One evening the Colonel strode by
Paddy's tent,
With dignity pompous, that seldom
unbent.
Our Irish lad straightway sent up
such a wall
As the kind donkey does when he
raises his tail,
And his voice, and bemoans the sad
world he is in.
Then the Colonel stopped short—he
was angry as sin!

Who was it that did it? An insult,
he knew;
To himself it was meant, and with
little ado
He would put the offender at once
under guard.
"Begorra," says Paddy, "but that
would be hard!
I'm thinkin' yer Honor, I'm thinkin',"
says he.

'Twas Jimmy the bugler of Battery
"E"
And the Colonel walked off, on his
face a broad grin.
In his heart, full forgiveness of Corporal Flynn.

A knight of the razor once set up his
shop
In camp, and reaped daily a bountiful
crop
Of fractional currency, quarters and
dimes;
He claimed to be fully abreast of the
times.
He shaved, and he shaved—and he
died at the last.
And, sometimes, with colors undoubt-
edly "fast,"
For it happened his knowledge of
chemical laws
Was sadly defective, and speckled
with flaws.

But Pat was persuaded to have his
red head
Dyed an "elegant brown," as the dye
artist said.
'Twas done in a jiffy, and when he
was through—
Or very soon after—the brown be-
came blue!
Not that time, common blue which
our grandmothers chose,
Called the "indigo blue," to embellish
our hose.
But the deepest, the truest, that
ever was seen.
The color the painters call "ultra
marine."

And we thought, as we caught a
glimpse—
Sure here's a "blue devil," or one of
his imps!

But all is not fun in the soldiering
trade;
There are blows to be struck, there
are debts to be paid.
There were times when the balls
played a "devil's tattoo"
On the fast-flicking ranks of the
soldiers in blue,
And scaling Mount Lookout, the Cor-
poral fell.

Struck down in the fight by a frag-
ment of shell,
By the broad Tennessee, where are
many green mounds.
We left him, to sleep till the last
trumpet sounds;
Yet much of our triumph he helped
us to win.

Before 'twas "Good-Night" to brave
Corporal Flynn.

WAGE INCREASE
OF \$1,500,000

The following account of the new
trade agreement of Hart Schaffner &
Marx of Chicago is taken from the
Chicago Tribune:

The Hart Schaffner & Marx agree-
ment with its employees has been re-
newed. The firm has agreed to give
wage increases totaling \$1,500,000
within the next three years. The life
of the new contract. All the old fea-
tures of collective bargaining and the
provisions for industrial democracy
have been retained.

In addition, the company has con-
sented to reduce the week from fifty-
two to forty-nine hours.

High Praise from U. S.

The Hart Schaffner & Marx agree-
ment was one of the few industrial
arrangements which received high
praise from the United States com-
mission on industrial relations. It has
been extensively copied, though no-
where else has so radical an arrange-
ment been made.

It provides the so-called preferen-
tial shop. When the company de-
sires to employ more workers, mem-
bers of the union are preferred
though if none are available non-
union workers must be accepted. In
all but the busiest season the "closed"
shop is in effect.

No one may be dismissed from the
company's employ without cause. No

new working conditions can be im-
posed without agreement between the
union and the firm on the rearrange-
ment. All disputes arising between
workers and the company are settled
by a permanent arbitration board.

Lower Paid Men Favored
Typical of the unusual nature of
the relations between employers and
employees under the agreement is the
distribution which will be made of
the salary increases. Instead of the
old method of giving the same pro-
portional increase to each employee,
the new agreement provides for the
appointment of a committee from the
union which will work out a plan
through which the lower paid work-
ers will receive far greater in-
creases than will the higher paid
ones.

Because all the new scales apply to
piece work, it is difficult to determine
in advance what the minimum wage
will be. There is provision, however,
that no woman apprentice shall re-
ceive less than \$8 a week, while no
man apprentice can be paid less than
\$12 a week.

The union is the Amalgamated
Clothing Workers' of America, the or-
ganization headed by Sidney Hillman.
This union fought the clothing houses
of Chicago, except Hart, Schaffner &
Marx some months ago. For the
employers Prof. E. D. Howard of
Northwestern university conducted
the negotiations. The plan was de-
vised three years ago by Joseph
Schaffner of Hart, Schaffner & Marx.

Statement by Schaffner

In a statement he issued last night
he said:
"While we prize our agreement
highly as a means of promoting our
practical business ends still we prize
it still more for proving the possi-
bility of establishing harmonious co-
operative relations between worker
and employer and of supplanting mili-
tancy and the spirit of conflict by
friendship and good will."

"We have been able to conduct the
negotiations leading up to this set-
tlement without an unkind word on
either side, without controversy, and
without suggestion of resort to force
or even to arbitration. We simply
reasoned together and worked out a
satisfactory solution of our problems."

"I cannot say too much for the
wonderful genius who is at the head
of the union, Sidney Hillman, to
whose superb leadership, remarkable
insight into the problems of human
relations, as well as consummate
ability and statesmanship in matters
of organization, the success of this
experiment now and in the past is
largely due."

Hayden Happenings

The I. O. O. F. gave very impres-
sive initiating ceremonies at their
hall last Wednesday. The brothers
say that four men know what a se-
rious thing it is to take those vows.

On the 26th, the Odd Fellows will
entertain their families and the K. P.'s
and their wives. A professional im-
personator will be present who will
take the part of David and Jonathan,
Saul, Damon and Pythias, and any
other character, in either of the or-
ganizations which will be full, etain
organization which it is permissible to
show. This will be followed by a ban-
quet and dance. The I. O. O. F. al-
ways give delightful entertainments
and the coming one is waited for with
much interest. Every one hopes for
an invitation.

An agent for the Maxwell cars has
been in Hayden showing their good
points. It is understood that they dis-
posed of several. Judge C. H. Studley
became the owner of one of them, a
beauty for which he is building a
garage.

"Red" Wallace, prospector and farm-
er fell one night last week, while cross-
ing a ditch, struck his head and lay
unconscious until found by a neighbor
next morning. He was carried to Mrs.
Herring's and it is hoped he will be
the same as ever soon. The accident
occurred about four miles east of
Winkelman near Dudleyville.

Miss Thelma Fraz is home from the
Phoenix High school, to be near her
aunt Mrs. O. E. Pedro, who is seriously
ill.

The Topeka Bridge and Iron Co.,
are working a large force of men on
the Winkelman bridge and claim if
weather permits to have it completed
in ninety days. The bridge will be
higher, and the piers will be twice as
large as originally planned, and will
cost about eight thousand five hun-
dred dollars more than the original
estimate.

Toohy and Johnson contractors on
the road work between Winkelman and
Christmas are working a force of about
one hundred men at present. They
have a camp at Winkelman and in a
few days will establish a camp about
half way between the terminals. The
contract requires that the road be
completed in six months from March
24th.

Supervisor Walter B. Nash, says the
road between Christmas and Globe
will be completed by the first of the
year.

On Friday the 21st, E. E. Dent, P. A.
Wachab, M. B. MacMundo, Arthur
Stadler, G. A. Pierce, E. P. Grantham,
Jesse Dunlap, U. N. Eastley and James
Huntley will journey to Globe to be
initiated in the B. P. O. Elks. They
will go in Fred Ferris's car and will
be accompanied by W. B. Nash who
will see that their antlers grow in
the proper place. C. P. Reid and H. E.
Pleyer will go later for the purpose.

C. D. Coffinger the popular con-
tractor, has built a comfortable cot-
tage on Utah Ave. and 5th St., and
his family are now with him.

Mrs. C. H. Studley, Jr., gave a very
pleasant affair on Thursday afternoon
to a number of society ladies of Hay-
den. The guests of honor were Mrs.
Todd, of Globe, and Mrs. Blake, of
Globe. The ladies invited to meet them were Mrs.
Ezell, Mrs. Noffelt, Mrs. Hurst, Mrs.
Sosei, Mrs. Suter, Mrs. Orman, Mrs.
Knight, Mrs. Murray, Mrs. McDonald,
Mrs. Cook, Mrs. Drake, Mrs. Day, Mrs.
Merrison, Miss Janney and Miss Fall.
Who enjoyed dainty refreshments, mu-
sic and delightful social afternoon.

Auber Williams has bought a
Maxwell car, which will be a great
pleasure to them during the hot sea-
son.

Mrs. Wall will arrive on next Mon-
day to take possession of a new house
her husband has just finished on Utah
avenue. His leisure hours in day-
light for several weeks has been spent
in building the house.

R. C. Tutley has received word that

BUICK BULLETIN

THROTTLE

Are you using the hand throttle, or foot accelerator. We called your attention to this last month, and are wondering if you have benefited by it. Accustom yourself to the use of the foot accelerator, and you will agree with us that it is the only way to drive a car through a crowded thoroughfare.

BABBITT-POLSON CO.

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ABSTRACTS

and also issue

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ter raising machinery.

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Inclusive of the Hayden schools won
the pennant for 5 months for good at-
tendance. The girls of the classes who
were losers in the contest will give a
picnic to the boys on Saturday April 22.
There were 191 present at the Sunday
school who expect to attend a picnic in
the near future.

Lefty Pleaser left on Monday for
Salt Lake City to attend the funeral
services of his sister who died on
Sunday.

There will be a moonlight dance at
the Noe Yards grounds on Thurs-
day evening. Music will be furnished
by the Noe Yards orchestra.

Mr. and Mrs. Chester Cox expect
to leave in a few days for the coast.
All will miss "Chester."
The Knights of Pythias celebrated
their second anniversary in this town
at Odd Fellows hall on the tenth in-
stant. J. A. Kelly and Percy Williams
were initiated into the rank of Knights.
Refreshments were served later.

The Baby Dolls were not so great
a success at the theater last Monday
and Tuesday as the managers had
hoped. They were here last year.

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